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n Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
San Francisco Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV DiscriminationChris Iglesias
Executive DirectorEmployment Advisory Committee
Special Task Force Meeting

June 24, 2008

1:30pm

HRC Office

25 Van Ness, Suite 800
San Francisco, CA 94102

A G E N D A

5/5



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June 24, 2008 – Action Item

is not on the agenda

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ployment issues.

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Employment Advisory Committee
Special Task Force Meeting

June 24, 2008

1:30pm

HRC Office

25 Van Ness, Suite 800
San Francisco, CA 94102

A G E N D A

1. Call to Order/Roll Call
2. Approval of Agenda for June 24, 2008 – Action Item
3. Public Comment for items not on the agenda

4. Old Business:

Planning the formation of a panel of experts including community members, government officials, employers and educators to discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001** regarding employment issues.

5. Adjournment

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**Employment Committee Meeting
Special Task Force Meeting
June 24, 2008
A G E N D A**

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Executive Director

Employment Committee Meeting

August 7, 2008

A G E N D A

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1. Call to Order/Roll Call

2. Approval of Agenda for August 7, 2008 – Action Item

3. Adoption of the June 5, 2008 minutes – Action Item

4. Public Comment for items not on the agenda

5. Commissioners' Report

6. Staff Report – Introduction of Caneel Fraser, Representative and Linda Janourova, Representative, Romulus Asenloo, Manager

7. Old Business:

- 1) Discussion of progress of the Task Force regarding the formation of a Panel/Hearing to discuss the Findings and Recommendations regarding employment issues detailed in the Human Rights Commission Report on Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001. – Cameron Douraghy, Chair, Post 9/11 Backlash Task Force
 - a) Issues with the date of the Panel as currently set – **Discussion Item**
 - b) Decision regarding the date of the Panel – **Action Item**
 - c) Discussion on the invitation and selection of panel members given event scheduling issues – **Possible Action Item**

8. New Business:

- 1) Resignation from Committee of Larry Chatmon – **Discussion Item**
- 2) Potential presentation to the Committee by **Dr. Joe Marshall**, founder of the Street Soldiers program, on employment issues in SF and what positive measures can be taken – Rich Bondoc, Committee Member - **Possible Action Item**
- 3) Potential presentation to the Committee on City department succession plans in light of baby boomer retirement, Ken Stram, Committee Member – **Possible Action Item**

9. Announcements/Calendar Matters:

- 1) Friends of San Francisco Independent Living Skills Program (Friends of SFILSP) "Back to School Celebration" on Thursday, September 4, 2008, 6:00-9:00pm at the Metreon



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2) **The next meeting of the Employment Committee will be held:**

Date: September 4, 2008

Time: 1:30 – 3:30pm

Place: HRC Offices

25 Van Ness Avenue # 800

San Francisco, CA. 94102

10. Adjournment



Employment Committee Meeting

August 7, 2008

A G E N D A

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Chris Iglesias
Executive Director

Employment Advisory Committee
Special Task Force Meeting

August 15, 2008

1:00pm

HRC Office

25 Van Ness, Suite 800
San Francisco, CA 94102

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A G E N D A

1. Call to Order/Roll Call
2. Approval of Agenda for August 15, 2008 – Action Item
3. Adoption of Minutes of June 24, 2008 and July 17, 2008 – Action Item
4. Public Comment for items not on the agenda
5. Old Business:

Planning the formation of a panel of experts including community members, government officials, employers and educators to discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001** regarding employment issues.

- a) Update from the HRC Staff about their efforts in securing potential dates/times/locations for the public hearing – **Discussion Item**
- b) Update from Task Force members regarding their efforts in securing potential speakers for the public hearing – **Discussion Item**
- c) Discussion pertaining to the logistics of the public hearing:
 - a. Conducting publicity for the event (advertising/press releases) - **Discussion Item**
 - b. Sending out invitations to members of the public (how to get lists of individuals to invite; whom to invite) – **Discussion Item**
 - c. Coming up with questions for the panelists – **Discussion Item**
 - d. Securing translators/interpreters – **Discussion Item**
 - e. Refreshments for the event – **Discussion Item**

6. Adjournment



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**Employment Committee Meeting
Special Task Force Meeting
August 15, 2008
A G E N D A**

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Chris Iglesias
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Minutes
Employment Advisory Committee
Special Task Force Meeting

August 21, 2008

1:00pm

HRC Office

25 Van Ness, Suite 800
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1. Call to Order/Roll Call

The meeting was called to order by Chair Cameron Douraghy at 2:31pm. He conducted the roll call; there was a quorum present.

Members present:

Present at role call: Stella Becerra, Cameron Douraghy, Commissioner Faye Woo Lee, Patrick Regan

Present later in the meeting: Norma Tecson

Members absent:

Rich Bondoc, Ken Stram

Staff present:

Caneel Fraser, Linda Janourova and Mary Gin Starkweather

Guests:

Michael Baldonado, EEOC

2. Approval of Agenda for August 21, 2008 – Action Item

Patrick Regan moved to approve the agenda. The motion was seconded by Commissioner Lee and unanimously approved by all members present.

3. Adoption of Minutes of August 15, 2008 – Action Item

Commissioner Lee made a motion to approve the minutes. This motion was seconded by Cameron Douraghy and unanimously approved by all members present.

4. Public Comment for items not on the agenda

No public present; no public comment.



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5. Old Business:

Planning the formation of a panel of experts including community members, government officials and employers to gather and discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001**, regarding employment issues.

Staff Update

Caneel and Linda updated the task force on efforts to secure a location for the panel. They informed the group that the Milton Marks Conference Center at the California State Building has been reserved for Tuesday, October 7th, from 5:30pm to 8:30pm. The actual event will be held from 6:00pm to 8:00pm. The only remaining two issues are: 1.) Securing a permit from the CHP for use of the facilities on that date, and 2.) that coordinating with the building's security which will also require an additional \$66 in payments. Staff informed the task force that an application for the permit had already been submitted to the CHP, and a call was already in to the building security head who is out on vacation until next week. Staff also updated the task force that the HRC director has approved payment for both the \$500 facilities charge and \$66 for security.

Update on Speakers

Mary Gin reported that she has spoken with Dorothy Yee, Director of the EEO unit at the City's Human Resources Department. Ms. Yee reported that she was unaware of the report until sent to her by Mary Gin a few months ago. Mary Gin informed Ms. Yee that a spot on the panel has already been reserved for the City, and expressed how important it was to have the City represented on the panel, even if speaking about future measures that should be taken. Mary Gin also informed Ms. Yee that the department would be presented with the questions beforehand, allowing them to prepare answers. Mary Gin suggested that this was a panel speaker that would need to be followed-up on further.

Michael Baldonado reported that he had spoken to Ed Gomez, head of TSA at SFO airport. Gomez suggested a panel of three TSA heads speak: Fred Gomez, Fred Lau from OAK, and Calvin Yeun from SJO. Michael emphasized to him that the panel would not be an attack, but rather a discussion about best practices. He made clear to Gomez that it would be about training staff on sensitivity. It was Michael's impression that Gomez made it clear that he was only interested if all three could do it together. Fred Lau stated he would need to clear it with his superiors. Michael provided the panel date to these two men, but Calvin Yeun is currently out on medical leave.

Staff asked for assurances that these speakers would be instructed and able to focus on *employment* issues – not about airport best practices. Michael stated he would make this focus even more clear to the three, believing that this may make it more likely that they'd be willing to attend.

Given the time constraints on the panel, Mary Gin asked that Michael again propose that one of the three TSAs speak as a spokesman for all three. The task force agreed that if it must be all three heads or none, we would limit the speaking time of all three heads to 15 minutes total (five minutes each) so as not to take up more time than one speaker. Michael informed that task force that he would go back and propose this again and will also reemphasize that the panel is concerned with learning best practices in the employment arena. He suggested staff send him a formal invitation letter for each TSA head and check back with him next week, though he will be out of town so his response time may be a bit slower. Staff will follow-up.

Linda provided a report on behalf of Banafsheh Akhlaghi, who could not be present. She confirmed that Shirin Sinnar is not available on October 7th, but another representative from the Asian Law Caucus will read a statement prepared by Ms. Sinnar into the record. Banafsheh has begun to reach out to other community based organizations serving the affected population, including the Sikh Coalition in Fremont. Michael indicates that there may be some connection between these organization and the Oakland airport. Dr. Maninder Kahlon at UCSF is completely confirmed as a panel member.

Caneel updated the task force on Rich Bondoc's acquaintance, attorney Jessica Bobadilla. Ms. Bobadilla is interested in attending the panel as a guest, but she is not an employment lawyer and so does not feel she'd be appropriate as a panel member. Caneel also reported that she would follow-up with Ken Stram to determine if he had any success with Flynn Bradley at SFO.

Linda asked all task force members in contact with potential panelists to get their contact and biographical information to the staff as soon as possible. This way, the staff can provide the report to these speakers for their review and will allow them time to prepare. Staff want to get contact info for the speakers to send them the report and to get the questions together.

The staff discussed, and the task force agreed, that the panel question should be set by September 8th, at the latest, in order to be able to report these questions and other information to the full Commission at their September 11th meeting.

Cameron asked that the community groups who were specifically invited to make public comment be provided a copy of the report, as well. Mary Gin suggested that copies of the report be available at the hearing/panel discussion.

At this point, the potential speakers are:

- Dr. Maninder Kahlon
- Community Organization representative, being sought out by Banafsheh
- Airport/best practices – possibly three TSA heads, Michael to follow-up
- City Human Resources representative, Mary Gin to follow-up

Publicity

Cameron agreed to help format the publicity flyers and items for the event – he just asked that staff send him the content and the City Seal as an electronic file.

Commissioner Lee stated that she wished to have all promotional/informational materials for the event run by the Commission first. Norma Teeson agreed with this. Staff explained that since the next possible time to clear any items by the full Commission is September 11th, this would hamper our efforts to get publicity out as soon as possible, and particularly the task force and committee's desire to have a press release immediately prior to September 11th. Mary Gin informed the group that Employment Committee has never before had to clear any sort of flyer or press release for an approved committee event.

The entire task force agreed that publicity needs to go out very soon. Staff will put together a basic, informational announcement immediately, and the staff will informally make the full Commission aware of the flyer by having the Commission secretary email it to them.

Commissioner Lee suggested speaking with Jason Chan in the Mayor's Office for assistance with media contacts. Norma suggested Channel 9 and the Examiner as important media outlets. The staff took note of this.

Linda inquired from task force if there were any other community organizations that staff should reach out to. Cameron and Linda Li of the EEOC reviewed the list submitted by Banafsheh to add additional groups.

Name for the Hearing

After some discussion, all task force members agreed on: "Combating Employment Discrimination after 9/11."

The group deliberately decided not to name particular ethnic groups in order to be as inclusive as possible.

Miscellaneous

Stella Becerra asked when an initial announcement would be ready for distribution; she has connections within family and through Upwardly Global and would like to start disseminating information ASAP. Staff will generate a "Save the Date" card and get it to Stella by early next week. Stella will be able to have this information translated into Arabic for free.

Linda Li mentioned that all informational materials distributed to the public should clearly solicit and encourage public comment. Stella also suggested that for those who cannot attend the event but wish to submit testimony in writing.

Norma inquired as to whether the Committee would be given discretionary funds for future activities. Caneel explained that the advisory committees are not budgeted any funds; Mary Gin and Commissioner Lee confirmed that none of the advisory committees have such funds.

Next Commission meeting:

August 29, Friday 10:30am at HRC Office.

The task force hopes to have the full panel confirmed by that date.

6. Adjournment

Commissioner Lee moved and Dr. Tecson seconded a motion to adjourn; and the motion to adjourn at 3:22 pm was passed unanimously.

Employment Advisory Committee

Special Task Force Meeting

August 21, 2008

2:30 pm

HRC Office

25 Van Ness, Suite 800

San Francisco, CA 94102

A G E N D A

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6. Adjournment

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Chris Iglesias

Executive Director

Gavin Newsom
Mayor

Employment Advisory Committee
Special Task Force Meeting

August 29, 2008

10:30 am

HRC Office

25 Van Ness, Suite 800

San Francisco, CA 94102

A G E N D A

1. Call to Order/Roll Call
2. Approval of Agenda for August 29, 2008 – Action Item
3. Adoption of Minutes of August 21, 2008 – Action Item
4. Public Comment for items not on the agenda
5. Old Business:

Planning the formation of a panel of experts including community members, government officials, employers and educators to discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001** regarding employment issues – Discussion Item

6. Adjournment

08-25-08P02:09 RCVD

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**Employment Committee Meeting
Special Task Force Meeting
August 29, 2008
A G E N D A**

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Chris Iglesias

Executive Director

Gavin Newsom
Mayor



Employment Advisory Committee

Special Task Force Meeting

September 10, 2008

10:30am

HRC Office

25 Van Ness, Suite 800

San Francisco, CA 94102

A G E N D A

1. Call to Order/Roll Call
2. Approval of Agenda for September 10, 2008 – Action Item
3. Adoption of Minutes of August 29, 2008 – Action Item
4. Public Comment for items not on the agenda
5. Old Business:

Planning the formation of a panel of experts including community members, government officials, employers and educators to discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Diserimination in San Franeciseo in the Wake of September 11, 2001** regarding employment issues.

6. Adjournment

09-05-03P05:38 HRC

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**Employment Committee Meeting
Special Task Force Meeting
September 10, 2008
A G E N D A**

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Chris Iglesias

Executive Director

Gavin Newsom
Mayor

Employment Advisory Committee

Special Task Force Meeting

September 29, 2008

10:00am

HRC Office

25 Van Ness, Suite 800

San Francisco, CA 94102

A G E N D A

1. Call to Order/Roll Call
2. Approval of Agenda for September 29, 2008 – Action Item
3. Adoption of Minutes of August 29, 2008, September 10, 2008, and September 17, 2008, – Action Item
4. Public Comment for items not on the agenda
5. Old Business:
 - Planning the formation of a panel of experts including community members, government officials, employers and educators to discuss the progress made on the Findings and Recommendations of the Human Rights Commission Report on **Backlash, Violence, Human Rights Violations & Discrimination in San Francisco in the Wake of September 11, 2001** regarding employment issues.
 - a.) Format/Sequence/Timing of Questions to Panelists
 - b.) Introductory & Closing Statements to Event
 - c.) Other Logistical Issues

6. Adjournment

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Small and Micro Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Chris Iglesias
Executive Director

**Employment Committee Meeting
Special Task Force Meeting
September 29, 2008
A G E N D A**

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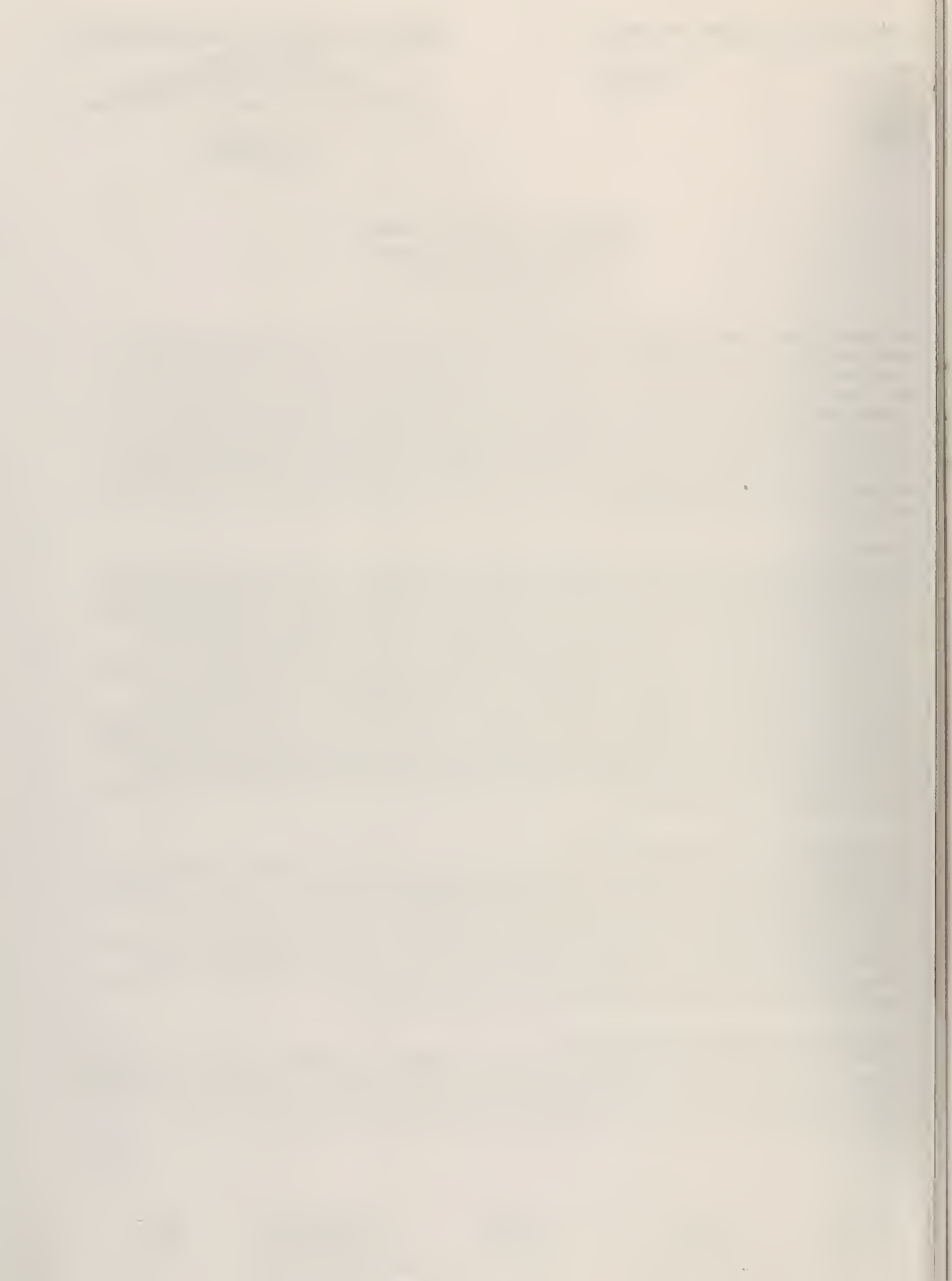


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The San Francisco
Human Rights
Commission
Employment
Advisory
Committee

Presents:

COMBATING EMPLOYMENT DISCRIMINATION AFTER 9/11:

PANEL PRESENTATION & PUBLIC TESTIMONY

*Gathering experts from government,
the private sector and the community to
share experiences and best practices*

*Tuesday, October 7, 2008
6 – 8 pm*

19-12-0301131000

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Members of the public
are strongly encouraged
to attend and share their
experiences through
public testimony.

For more information or if you cannot attend but wish to submit testimony in writing, please contact Caneel Fraser (caneel.fraser@sfgov.org) or (415) 252-2517.

- * Appropriate accommodation will be provided for the hearing-, sight- and mobility-impaired
- * To arrange for a sign language interpreter or FM amplifier, please call the San Francisco Human Rights Commission at (800) 735-2922





Gavin Newsom
Mayor

Contract Compliance
Dispute Resolution/Fair Housing
San Francisco Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Chris Iglesias
Executive Director

EMPLOYMENT ADVISORY COMMITTEE PANEL PRESENTATION AND PUBLIC HEARING:
COMBATING EMPLOYMENT DISCRIMINATION AFTER 9/11
Milton Marks Conference Center, California State Building
October 7, 2008

AGENDA

I. WELCOME

Commissioner Faye Woo Lee – San Francisco Human Rights Commission

Commissioner Lee was first appointed to the Human Rights Commission (HRC) in 2004. She is currently the Chair of the HRC's Employment Advisory Committee. In addition to her work on the HRC, Ms. Lee is also the past president of San Francisco Lodge, Chinese American Citizens Alliance, and a current Grand Executive on the Board of Officers of the National Lodge.

II. INTRODUCTORY REMARKS

Banafsheh Akhlaghi, Esq. – Western Regional Director of Amnesty International USA

Prior to joining Amnesty, Ms. Akhlaghi served as president and founder of the National Legal Sanctuary for Community Advancement, a non-profit organization dedicated to ensuring the human rights and dignity of Middle Eastern, Muslim, and South Asian (MEMSA) peoples. Not only has Ms. Akhlaghi provided direct legal services and advocacy to numerous individuals in the area of civil rights and immigration post-9/11, her organization also focused on human rights at the international level. She regularly conducts cultural sensitivity trainings with the Equal Employment Opportunity Commission (EEOC).

III. PANEL PRESENTATION

Moderator:

Banafsheh Akhlaghi

Panelists:

Maha ElGenaidi – President & Chief Executive, Islamic Networks Group (ING)

Through her work at ING, Ms. ElGenaidi promotes interfaith dialogue and education about world religions by delivering presentations and other educational programs to schools, universities, law enforcement agencies, corporations, healthcare facilities, and community centers. She is the author of seven training handbooks on outreach for American Muslims as well as eight training modules for public institutions on developing cultural competency with the American Muslim community.

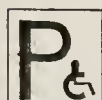
Maninder Kahlon, PhD – University of California, San Francisco

Dr. Kahlon received her doctorate in Neuroscience from UCSF, where she is currently Director of the Virtual Home for the Clinical & Translational Science Institute. Her past work at the Level Playing Institute

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explored and raised awareness around how workplace prejudice operates. Dr. Kahlon is also an activist around civil rights issues for immigrant communities.

Nura Maznavi – Civil Rights Attorney, Rosen, Bien & Galvan

Ms. Maznavi is currently co-counseling the matter of *Southavilay v. National Credit Acceptance, Inc.*, an employment discrimination case on behalf of a Muslim woman discharged from her job because she began wearing the Islamic headscarf, *hijab*. Ms. Maznavi is an active member and serves on the board of the Bay Area Association of Muslim Lawyers. She is also a member of the National Association of Muslim Lawyers where she served on the executive planning committee for the organization's 2007 national conference: "Protecting America's Promise."

Mountain Taylor, CABR – District Recruiter, AlliedBarton Security Services

Mr. Taylor has been in the business of recruiting and selecting security professionals for AlliedBarton Security Services for over 10 years. He previously served as the Chair of the Forum on Older Workers and has served on the Employer Advisory Committees of Jobcorps, South of Market Employment Center and PeninsulaWorks. Mr. Taylor and AlliedBarton have been recognized by numerous private and public organizations for their efforts at recruiting and hiring a diverse workforce.

Dorothy Yee – Deputy Director of Equal Employment Opportunity Programs, City of San Francisco Department of Human Resources

In her role as Deputy Director of EEO Programs, Ms. Yee is responsible for supervising the investigation of employment discrimination complaints, reasonable accommodations for persons with disabilities, workforce reports, and training to prevent workplace harassment. She has conducted targeted recruitment programs to attract historically underrepresented groups to all areas of City employment. Ms. Yee has worked for the City & County of San Francisco for more than 30 years and has also held positions at various community based agencies.

IV. PUBLIC TESTIMONY

The HRC Employment Advisory Committee invites and strongly encourages members of the public to share public testimony about their experiences with employment discrimination after 9/11 and any recommendations or thoughts on how to move forward. This testimony is completely voluntary and may be offered anonymously.

In order to make public comment, please complete and return a yellow "Public Comment" card to an HRC staff member. These cards can be found at the entrance to the auditorium.

Each member of the public wishing to make public comment will be allotted two minutes of speaking time.

To all members of the audience: please refrain from making distracting noises, clapping, cheering, jeering, etc. during all portions of the event.

**V. CLOSING REMARKS
Banafsheh Akhlaghi**



Gavin Newsom
Mayor

Contract Compliance
Dispute Resolution/Fair Housing
Small and Micro Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Chris Iglesias
Executive Director

COMBATING EMPLOYMENT DISCRIMINATION AFTER 9/11
Human Rights Commission, Employment Advisory Committee
October 7, 2008
Agenda Addendum

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